

Attachment 2. “Scenarios”

Impact of Temporary Assignments to Non-NSPS Positions on the NSPS Performance Management Process

If an NSPS employee is temporarily assigned to a non-NSPS position (e.g., GS) for their deployment, the time on the non-NSPS position does not apply towards the 90-day minimum period of performance under an approved NSPS performance plan. While on the non-NSPS position, the employee’s performance is managed using the procedures of the applicable system (e.g., GS). The employee may be eligible for salary increases and/or bonuses based on the rules of the applicable system (e.g., GS).

If an NSPS employee is temporarily assigned to a non-NSPS position (e.g., temporary promotion to GS) during the rating cycle, but has worked for 90 days under an approved NSPS performance plan, the employee is eligible to receive a rating and payout. If the employee is on the temporary assignment on the effective date of the NSPS payout, then the employee’s pay adjustment will be calculated and processed when the employee returns to the NSPS position. However, any performance-based bonus will be processed and paid on the effective date of the payout.

Scenario A:	An employee that works in an organization under NSPS is on an approved NSPS performance plan from October 1, 2008 until he is deployed to Afghanistan on August 15, 2009. For the 6-month deployment, the employee is temporarily promoted to a GS-15. The employee returns to his permanent NSPS position on February 15, 2010.
Explanation:	The employee is eligible for a NSPS performance rating because he has worked under an approved NSPS performance plan for more than 90 days. Because the temporary job change took place in the last 90 days of the rating cycle, the employee will receive an early annual rating. This rating will be used during the pay pool process and a salary increase and bonus will be calculated for the employee. The employee’s pay adjustment will be calculated and processed <i>when the employee returns</i> to their permanent NSPS position, while any performance-based bonus will be processed and paid on the effective date of the payout in January. See 5 CFR 9901.342(l), 5 CFR 9901.407, and 5 CFR 9901.412.

Scenario B:	An employee who works in an organization under NSPS is on an approved NSPS performance plan from October 1, 2008 until she is deployed to Afghanistan on April 26, 2009. For the 6-month deployment, the employee is temporarily promoted to a GS-15. The employee returns to her permanent NSPS position on October 25, 2009.
Explanation:	The employee is eligible for an NSPS performance rating because she has worked under an approved NSPS performance plan for more than 90 days during the rating cycle prior to the deployment. This rating will be used during the pay pool process and a salary increase and bonus will be calculated for the employee. Because the employee returned to the NSPS position prior to the effective date of the NSPS payout, she will receive her salary increase effective the first full pay period in January 2010. See 5 CFR 9901.407 and 5 CFR 9901.342(l).

If an NSPS employee has not worked for 90 days under an approved NSPS performance plan because he/she was on a temporary assignment to a non-NSPS position (e.g., temporary promotion to GS for deployment), then the employee will be credited with base salary rate adjustments based on the modal rating process.¹ The employee is not eligible for an NSPS bonus. Employees continue to be eligible for other forms of recognition under chapter 45 of title 5 of the United States Code.

Scenario C:	An employee is hired into an organization under NSPS and is on an approved NSPS performance plan from April 15, 2009 until he is deployed to Iraq on June 10, 2009. For the 6-month deployment, the employee is temporarily promoted to a GS-15. The employee returns to his permanent NSPS position on December 10, 2009.
Explanation:	The employee is not eligible for a NSPS performance rating because he has NOT worked under an approved NSPS performance plan for 90 days. The employee will receive a salary increase based on the modal rating process. Because the employee returns to the NSPS position prior to the effective date of the NSPS payout, he will receive his salary increase effective the first full pay period in January 2010. See 5 CFR 9901.342(l), and 5 CFR 9901.407.

¹ The NSPS modal rating process credits the employee with the average base salary increase (expressed as a percentage) granted to other employees in the same pay pool who received the same rating as the employee's last NSPS rating of record or the average base salary increase (expressed as a percentage) granted to employees who received the modal rating for the pay pool, whichever is most advantageous to the employee. The employee will also be credited with base salary rate increases under § 9901.323. These base salary adjustments will be used solely in determining the prospective NSPS base salary rate upon return to the NSPS position.